

## ABSTRAK

Nadila Safitri, No.BP 17101155310190, Jurusan Manajemen, 2021 “Pengaruh *Talent Management*, *Knowledge Management*, *Attitude* Dan Motivasi Intrinsik Terhadap Kinerja Pegawai Pada Dinas Energi Dan Sumber Daya Mineral Provinsi Sumatera Barat”. Pembimbing I Ibu Yosi Yulia, S.E.,M.M.,Ak.,CA dan Pembimbing II Bapak Dori Mittra Candana, S.E., M.M.

Penelitian ini bertujuan untuk menguji Pengaruh *Talent Management*, *Knowledge Management*, *Attitude* Dan Motivasi Intrinsik Terhadap Kinerja Pegawai Pada Dinas Energi Dan Sumber Daya Mineral Provinsi Sumatera Barat. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan sampel 75 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda dengan menggunakan bantuan komputer dengan software program SPSS versi 25.

Hasil penelitian yang didapatkan berdasarkan uji t (uji parsial) diperoleh *Talent Management* ( $X_1$ ) berpengaruh signifikan terhadap Kinerja Pegawai (Y), *Knowledge Management* ( $X_2$ ) berpengaruh signifikan terhadap Kinerja Pegawai (Y), *Attitude* ( $X_3$ ) berpengaruh signifikan terhadap Kinerja Pegawai (Y), dan Motivasi Intrinsik ( $X_4$ ) berpengaruh signifikan terhadap Kinerja Pegawai (Y). secara simultan *Talent Management* ( $X_1$ ), *Knowledge Management* ( $X_2$ ), *Attitude* ( $X_3$ ), dan Motivasi Intrinsik ( $X_4$ ) berpengaruh signifikan terhadap Kinerja Pegawai (Y).

**Kata kunci:** *Talent Management*, *Knowledge Management*, *Attitude*, Motivasi Intrinsik dan Kinerja Pegawai.

## **ABSTRACT**

Nadila Safitri, No.BP 17101155310190, Department of Management, 2021 "*Influence of Talent Management, Knowledge Management, Attitude And Intrinsic Motivation on Employee Performance in The Department of Energy and Mineral Resources of West Sumatra Province*". Supervisor I Mrs. Yosi Yulia, S.E., M.M., Ak., CA and Supervisor II Mr. Dori Mittra Candana, S.E., M.M.

*This study aims to test the Influence of Talent Management, Knowledge Management, Attitude And Intrinsic Motivation On Employee Performance in the Department of Energy and Mineral Resources of West Sumatra Province. The method of collecting data through surveys and circulating questionnaires, with a sample of 75 respondents. The data analysis method used is multiple linear regression analysis using computer assistance with SPSS version 25 program software.*

*The results of the study obtained based on the t test (partial test) obtained by Talent Management ( $X_1$ ) significantly affect Employee Performance (Y), Knowledge Management ( $X_2$ ) has a significant effect on Employee Performance (Y), Attitude ( $X_3$ ) has a significant effect on Employee Performance (Y), and Intrinsic Motivation ( $X_4$ ) has a significant impact on Employee Performance (Y). simultaneously Talent Management ( $X_1$ ), Knowledge Management ( $X_2$ ), Attitude ( $X_3$ ), and Intrinsic Motivation ( $X_4$ ) have a significant impact on Employee Performance (Y).*

***Keywords: Talent Management, Knowledge Management, Attitude, Intrinsic Motivation and Employee Performance.***